THE
MYSORE GAZETTE.
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☞ Separate paging is given to this Part in order that it may be filed as a separate compilation.

PART IV.

Official Papers.

READ—

Proceedings of Meetings held to consider the proposed Civil Service Scheme for Mysore.

His Highness the Maharaja, in view to meet the demands of a progressive Administration, has for sometime had under consideration the question of raising the status of the Mysore Service, and of adopting measures for securing a better type of officers than are now available for manning the higher grades of the State Service. The defects in the present system of selecting men from the lower ranks, and of promoting them by seniority have pressed themselves upon His Highness' consideration for sometime past. It was resolved that the whole question of recruiting for the Civil Service should be gone into, and such a system adopted as shall secure the best men available for the responsible posts in the Executive and Administrative Branches.

2. With this view, the Dewan drafted a scheme on the lines of the Rules for admission to the Statutory Civil Service in Madras, and submitted it for the consideration of His Highness with a recommendation that in view of the importance of the measure, the question might be considered by His Highness with the help of a Special Meeting of the Council and of some of the most experienced Officers of Government.

Bangalore, 14*th August* 1891.

By command of His Highness, the Dewan and Councillors and the other Officers as noted in the margin assembled at the Palace at Bangalore on the 14th August 1891. His Highness presided at the meeting. The draft Rules of the Dewan (Appendix I,) had been previously circulated to the Officers present. The proceedings were opened by Mr. Ricketts reading a paper of which an extract is appended. (*Vide* Appendix II.)

K. Sheshadri Iyer, Esq., C. S. I., Dewan.
P. Chentsal Rao, Esq., C. I. E., Member of Council.
T. R. A. Thumboo Chetty, Esq., Chief Judge and Member of Council.
A. Ramachandra Iyer, Esq., Judge, Chief Court.
P. N. Krishna Murti, Esq., B. L., Judge, Chief Court.
L. Ricketts, Esq., Inspector General of Police and of Forests and Plantations and Director of Statistics.
Colonel J. P. Grant, Superintendent of Revenue Survey and Settlement and of Inam Settlements.
B. L. Rice, Esq., C. I. E., Director of Archæological Researches in Mysore. (Formerly Director of Public Instruction)
Major A. H. Macintire, Military Secretary to H. H. the Maharaja, and formerly of the Revenue Survey and Deputy Commissioner, Mysore Service.
V. P. Madhava Rao, Esq., B. A., Deputy Commissioner of Bangalore, and Officer on Special duty.
T. Ananda Row, Esq., B. A., Chief Secretary to the Dewan of Mysore.

2. There was a general approval of the principle of the scheme, and all present seemed to be agreed also as regards the necessity that had arisen for some such scheme being adopted.

3. A discussion then followed. Major Macintire was doubtful if the proposal to officer the higher ranks by men admitted through open competition would not seriously prejudice the officials in the service who had entered it with the expectation of rising to the higher posts. The Dewan explained that ample provision had been made

for the men already in the graded ranks, and, in fact, vacancies in the higher appointments for some years would have to be filled by selecting from the present graded service such men as were qualified for them. The new men would take some years to qualify for the higher posts.

4. Mr. Chentsal Rao, in commending the scheme for the approval of His Highness, dwelt on the benefit to the Mysore Administration that will result from the best men available in India being drawn into His Highness' service, and observed that, regarded as a measure that will confer lasting good on the people and redound to the glory of His Highness' rule, no better scheme could have been devised.

5. Colonel Grant was not sure if Europeans were to be debarred from competing. Mr. Chentsal Rao remarked that it would be necessary in their case to obtain the sanction of the Government of India, but this could be easily secured. His Highness observed that provision should be made for the admission of members of the families of such European Officers as had done good service to the State in the past.

6. Major Macintire inquired if the rule allowing graduates of all Indian Universities to compete would not practically exclude local men. The Dewan explained that the local men could of course compete, and should they not come at the top, they could still enter the service by nomination; that the want of some men in the service with abilities far above the average was much felt, and unless steps were taken to remedy this want, the Administration must deteriorate.

7. Colonel Graut was of opinion that to insist on candidates for the competition to be graduates in arts would exclude many qualified men, and that the examination itself was sufficiently severe to exclude incompetent men and men of indifferent education. It was agreed that some test for selection for the competition would be necessary, and it would not do to go lower than graduates, though some modification might be made in the case of European candidates.

8. Mr. Rice was of opinion that provision should be made in the Rules for physical qualification. The Dewan explained that it was intended to make such provision in the detailed Rules which have to be drafted.

9. All oxpressed themselves very strongly that liberal pay should be provided, and that existing salaries were too low.

10. Mr. Ramachandra Iyer remarked that the pay of the Munsiffs was too low to attract capable young men to the Judicial Department, and that Mysore in this respect contrasted unfavorably with Madras. He expressed a hope that the prospect which Munsiffs now have of eventually becoming Subordinate Judges may be assured to them, and that they may be kept separate from executive officers. He added that some of the new Civil Servants might with advantage learn Judicial work as Public Prosecutors.

11. His Highness then called on each individual member to give his opinion regarding the scheme. Each Officer was questioned, and one and all expressed their hearty approval of the measure.

12. His Highness was then pleased to signify his general assent to the principle of the scheme, and called on the Dewan to prepare a Draft of the Rules to bring it into effect, and to consult the Officers present regarding the same at a subsequent meeting.

13. There was some discussion on Mr. Ricketts' scheme to make the Police independent of Deputy Commissioners and Amildars. Mr. Chentsal Rao and Mr. Ricketts were in favor of a complete separation. Mr. Thumboo Chettiyar, Mr. Ramachandra Iyer, Mr. Krishna Murti and Mr. Madhava Rao thought that such a separation was most undesirable. His Highness reserved the subject for further consideration.

14. The Proceedings closed at 4 P. M.

Bangalore, 19th September 1891.

A meeting to settle the details of the scheme was held at the Government Offices in Bangalore, on Saturday, the 19th September. The Dewan presided. The following Officers were present:—

T. R. A. Thumboo Chetty, Esq.
P. Chentsal Rao, Esq.
A. Ramachandra Iyer, Esq.
P. N. Krishna Murti, Esq.
Colonel J. P. Grant.
L. Ricketts, Esq.
B. L. Rice, Esq.
and V. P. Madhava Rao, Esq.

2. Major Macintire was unable to be present owing to his absence from Bangalore, but had previously informed the Dewan that he had no observations to offer on the subject.

3. The Dewan opened the Proceedings by explaining that he feared from what had transpired at the last Meeting at the Palace, that some misapprehension had arisen regarding the prospects, of the men now in the graded service. He had drawn up a Memo which he hoped would show that their claims were not to be overlooked

appointments would have for some years to come to be drawn from the existing men. He then explained the principle on which the officers now in the service had been distributed over the different Departments, and how the prospects of the really deserving among them would not be affected by the new scheme. He then proceeded to read from his Memo the following extract:—

"The men to be admitted under the proposed "Civil Service" Scheme will be young men, likely to require several years' training before they can be expected to become useful for the higher kinds of Head-Quarter and Executive work, and it is therefore desirable to make suitable arrangements by selection from the existing staff, for immediate requirements.

Such arrangements will also afford the opportunity for disposing of the claims of the really deserving in the present service, and prevent the new Civil Service Scheme prejudicing them in any way in the future.

The Councillors and myself have already said and written a good deal pointing out the urgent necessity for suitably arranging for—

(*a*) Work in the Government Head-Quarter Office which is now twice as much as it was 10 years ago,

and (*b*) Executive work which suffers seriously from incompetent men getting by seniority to the top of the list, and really good men on small and insufficient pay having to do the hardest and most important portion of the executive work. In order to ensure that more responsible work should always go together with higher salaries, it has already been decided to form at least 4 Sub-Divisions and 2 Town Magistrateships and officer them with the best available men and to place Police Assistants in a separate list by themselves, taking them by selection from the present Assistant Commissioners' class as far as possible. The most active and qualified men being thus separately provided for, the remaining number of present Assistant Commissioners have to be employed on general duty and for Treasuries, some specially qualified men being selected for work in the Government Office."

Bearing in mind the foregoing reasons, I have drawn up a Statement No. 1 showing the distribution required for Executive District work in Revenue and other Departments, and another Statement No. 2 showing the men selected for Head-Quarter work.

Regarding Statement No. 1, I would add,—

"1stly, Four Sub-Division Officers and 2 Town Magistrates are required, the salaries of the various appointments as a permanent arrangement and for immediate adoption being as follows :—

	Permanent.	Immediate.
	Rs.	Rs.
Sagar Sub-Division.. ..	700	600
French Rocks Sub-Division ..	600	600
Chikballapur Sub-Division ..	500	500
Closepet Sub-Division ..	500	500 + 100 personal allowance.
Mysore Town Magistrate ..	500	500
Bangalore Town Magistrate ..	500	400
	3,300	3,200

2ndly, Men likely to make good General Assistants often fail to qualify themselves by Examinations and cannot be invested with 1st Class Magisterial powers. It is very rare to get competent men to exercise 1st Class Magisterial powers, and the delay in disposal of criminal work, of which we hear so much, is due in a large measure to this cause. In Bombay Thasildars who are invested with 1st Class Magisterial powers get I think an allowance of Rs. 50 a month. I would give such an allowance (Rs. 50 a month) to every Assistant Commissioner on Rs. 250 provided.

(*a*) He is invested with and exercises 1st Class Magisterial powers,

and (*b*) He is employed on General duty (not merely the charge of a Treasury).

3rdly, Two General Assistants are required for Mysore, Bangalore and Shimoga, besides a temporary one for Kadur and one to each of the other 5 Districts; also an extra Assistant on General duty to be available for acting appointments. The total on General duty will thus be 12.

4thly, I would give each District Treasury an Assistant Commissioner and I would select for this work men who cannot well be entrusted with general executive duty, either

5thly, Regarding the men for Police Department I append Statement No. 3 showing the men whom Mr. Ricketts would like to have and the salaries present and prospective he proposes for his Department. I would however adopt the following scale as more suitable in every way :—

	Rs.
Superintendents, 1st Class	.. 450
Do 2nd do	.. 350
Do 3rd do	.. 300
Assistant Superintendents	.. 250
Probationers from	Rs. 100 to 200

Regarding the men to be selected, Mr. Ricketts and I have had several discussions and Statement No. 1 shows the names of men he would like to have.

* * * * *

Regarding the men required for Head-Quarter work (see Statement No. 2 appended). I am quite satisfied that it is necessary to place separate Departments under separate responsible officials, who should eventually occupy a position corresponding to that of Uncovenanted Assistants in the Madras Government Office. Six officers of this class are required.

A statement has been prepared which gives in full the details of the number of appointments in the "*Mysore Civil Service*," and sanctioned full salaries and, proposed *ad-interim* salaries. It also puts the men immediately required as Assistant Commissioners on a Schedule A, and leave the Schedule B blank for men that may enter the service under the new scheme. The Schedule A should be closed, no new admissions being hereafter permitted into it. Schedule B will contain all Probationers and Assistant Commissioners under the new Civil Service Scheme. For ordinary purposes, we require 26 officers of the Assistant Commissioners' Class, namely, 12 for General duty, 8 for Treasury duty, and 6 for the Government Office. For loans to Police, Survey and other Departments and for employment on special duty or in special appointments, we will, in addition, want always a good number of men. This number now is 12 + 4 = 16, but it may be much less hereafter, say only 8. We may safely estimate that we would always require 34 men of the position of Assistant Commissioners, besides 22 others for special higher appointments, total 56.

To fill vacancies among these 56, we have to entertain and train recruits under the new Civil Service Scheme.

4. The proposals as above, met with general approval.

5. There was some discussion as to the necessity for two General Assistants for the Bangalore, Mysore and Shimoga Districts as these Districts had been provided with Sub-Division Officers. Mr. Madhava Rao and Mr. Krishna Murti thought one was sufficient, but Mr. Ricketts and Colonel Grant were of opinion that for efficient administration it was necessary to have two. The arrangement in the scheme was accepted by the meeting.

6. Colonel Grant proposed that Kadur should also be classed as a first class District as the Deputy Commissioner had to keep open house. He would give the Kadur Deputy Commissioner also a local allowance of Rs. 200. It was decided to attach Rs. 200 allowance to this District also.

7. There was also much debate as to how the Chief Secretary should be graded, what his position should be, and whether he should not ordinarily reside at the Head-Quarters. It was finally agreed that he should be graded with Deputy Commissioners, and that whether he should reside at Bangalore be decided by the Dewan according to convenience of work, &c.

8. The question whether the pension of Rs. 6,000 per annum should have effect as regards the present officers, or only as regards those that may enter the service hereafter under the new scheme, was reserved for consideration of Government.

9. The Rules for the admission to the Statutory Civil Service in Madras and the Madras scheme of examination were then read and generally approved. The question of the proportion between appointments by competition and by nomination by His Highness then came up for discussion. Mr. Ricketts was for one man being nominated for every three admitted by competition. Mr. Thumboo Chetty would have one nominated for every two admitted by competition, in his opinion a lesser proportion would shut out many deserving Amildars and Munsiffs now in the service. The question was long debated, Mr. Chentsal Rao being of opinion that it would take all merit out of the new scheme, and tend to lower the status of the service if such a large proportion was allowed to be nominated. The sense of the meeting was in favor of one nomination to three entering by competition. The Dewan then remarked that there may be cases where men connected with Mysore families including those related to the European Officers who had done valuable service to the State had failed to come at the top of the list within the required number for the year, whom it would be a great pity to debar from

they were attached by family traditions. It would be a legitimate and commendable exercise of the powers of nomination vested to His Highness the Maharaja, if such men could be taken into the service by direct appointment by His Highness. In view to meet such cases and also to provide for an opening to distinguished members of the Amildari and Munsiffs' service, and occasionally to members of high families, he would make the nominations to stand as one for every two appointments by competition. There was also a proposal from the Dewan to keep the proportions as above suggested and to alter the ratio of admission by competition after a few years should such a step be called for. Mr. Krishna Murti was strongly for the proportion of one by nomination to three by competition being adopted once for all, and this was the opinion of the majority present.

To allow of sufficient time for candidates to appear, it was agreed that the first examination under the new scheme might be held in July next.

The Draft Rules were then discussed and the following draft adopted subject to such modification as His Highness might think fit to make.

[This draft is sanctioned and issued.]

Bangalore, 20th September 1891.

On the evening of 20th September, the Dewan and Members of Council met at his Residence to discuss the distribution of the officers now in the graded service.

The question whether the existing officers should have the benefit of the new scale of pay was considered and after much discussion, it was resolved that the matter should be decided on the merits of each case. In the majority of instances where the men did not possess exceptional merit the top rate may be arrived at by annual increments or by other arrangement which the Government may think proper. The gradation and distribution of the present officers as per list to be appended to the draft order regarding the new scheme were discussed and duly approved.

APPENDIX I.

Dewan's Memo of a scheme for improving the Executive and Judicial Service of the Mysore State.

It is no exaggeration to say that it is found impossible to fill suitably, the higher appointments of the Executive and Judicial Service by selection from among the lower ranks, and unless immediate steps are taken to admit and train properly qualified recruits, the administration will soon find itself in a position of considerable embarrassment.

2. The best remedy in my opinion is to regard *Assistant Commissioners, Sub-Judges, Sub-Division Officers, Town Magistrates, Deputy Commissioners, District Judges and Under and Chief Secretaries, as belonging to a special higher service, with status corresponding as far as possible, to the Statutory Civil Service of British India. I would call this the "*Mysore Civil Service.*"

*Including future Survey Assistants and possibly a proportion of Police Assistants also who may, with advantage to the General Service, be lent to these Departments for temporary employment therein.

3. All future admissions into this service should be only in one of two ways namely:—

1st. By means of a competitive examination of nominated candidates.
2ndly. By special selection made by His Highness the Maharaja.

(*a*) From distinguished members of the lower ranks of the Mysore Public Service, and
(*b*) From among members of high families.

Provided that the total number of men thus admitted into the Mysore Civil Service by nomination shall, at no time, *exceed one-fifth of the total number admitted into it by means of a competitive examination as above.

*I believe the proportion for nomination adopted by the Government of India for the Statutory Civil Service was one-seventh; but in a Native State it may well be higher.

4. The competitive examination shall, in point of difficulty and range of subjects, be the same as that in British India for Statutory Civilians. The examination shall be held from time to time as required, but not more frequently than once in each year. I estimate, we want about 4 young men immediately, and about two next year, and afterwards one in each year.

5. Nomination for admission to the examination shall be made with reference to family and character. The nominated candidate shall be a graduate in Arts of some University.

6. (*a*) The candidate should not be more than 25 years old.

(*b*) But during the next two years, older candidates may be admitted if they have been in the public service or been practising as Advocates of the Chief Court, for a period

7. The subjects for examination, the dates on, and the manner in which it is to be held, the proportion of marks required for passing and the number of Civil Servants required will all be duly notified at least three months before the examination.

8. The results of the examination will be duly published and the number required for the "Mysore Civil Service" will be selected from the top of the list of passed candidates. Persons admitted into the "Mysore Civil Service" (by means of competition or nomination under clauses 1st and 2nd of para 3) will be enrolled as "Probationers" on Rs. 200 a month. In the 1st year, they should pass 1stly an examination in equitation, and 2ndly, a service examination (unless they have already passed the Local Service examinations or the Local Revenue examination plus B. L. or other corresponding Judicial Tests, as will be more fully described in the rules to be published).

9. If they fail to pass the above examinations in the first year, they will be given a year's grace, and if they fail in the 2nd year, they will be allowed to remain in the service for another year, but upon ½ of their salary, and if they fail to pass in the third year, then their names will be removed from the list of Probationers.

10. The Probationers, when they qualify under para 8 or 9 above, will be appointed Assistant Commissioners on Rs. 250 and they will afterwards be promoted as follows:—

(1)	From 250 to 300 ...	After one year's approved service.
(2)	From 300 to 375 ...	After a further period of 2 years' approved service.
(3)	From 375 to 400	Do do 2 years' approved service.

11. Thus a person entering the "Mysore Civil Service" as Probationer, will ordinarily attain to a salary of Rs. 450 in six years. Promotion thence forward will be according to vacancies and on ground of merit. Among higher appointments thus available to the Civil Servants admitted under this scheme as well as to those already in the service, there will be the following for the present:—

No.		
4	Sub-Division Officers	Rs. 500 to 700.
2	Sub-Judges	
1	Registrar, Chief Court	
1	Under-Secretary	
2	Town Magistrates	
7	Deputy Commissioners...	Rs. 800 to Rs. 1,400. To rise to 1,000 by service; to 1,200 according to vacancies and to the higher classes by appointment to the Special Districts to which they may be attached. [For details, see para 17.]
3	District Judges	
1	Chief Secretary	

12. In the case of men already in the Public Service who may enter the Mysore Civil Service either by selection under clause 2 (*a*) of para 3, or by a competitive examination under clause (*b*), para 6, they will, (if qualified in equitation and by service examination as laid down in para 8 above) be given a salary next higher to the one previously drawn by them in the Public Service, and given a corresponding rank in the list of Mysore Civil Servants. All others will begin on Rs. 200 as Probationers.

[*N. B.*—Such cases will be very rare and this para may perhaps be omitted altogether.

The old and new Civil Servants will form the Mysore Civil Service *vide* para 17. Men outside that service such as School Masters, who may hereafter enter it can well begin on the minimum salary of Rs. 200 and rise like the others. The point is worthy of consideration.]

13. The first competitive examination under this scheme will be held in December 1891. Nomination for admission to the examination will be completed in September 1891.

14. The Assistant Commissioners admitted to the "Mysore Civil Service" under this scheme will be placed on a list separate from the present officers of the corresponding grade.

15. The present maximum limit of pension for uncovenanted servants is Rs. 5,000 per annum. For the Mysore Civil Service, it may be increased to Rs. 6,000 as for the British Statutory Service.

16. The present sanctioned scale of Assistant Commissioners in the higher classes is as follows:—

No.
3 in 1st Class on Rs. 500,
6 in 2nd Class on Rs. 400,
8 in 3rd Class on Rs. 300,

and this scale (slightly reduced perhaps?) may continue to be maintained as far as necessary, for purposes of promotion by vacancies as at present, of such of the present Assistant Commissioners as may be qualified by prescribed service examinations and be otherwise deserving of promotion as Assistant Commissioners.

17. If the scheme described in the foregoing paragraphs be adopted, the "Mysore Civil Service" will (exclusive of special higher appointments) consist of the following Officers:—

[*N. B.*—I have omitted the Comptroller, for it would be desirable to secure for it always a special officer qualified by a financial examination such as that prescribed for the higher Financial appointments of the Government of India.]

1 Chief Secretary. Rs. 1,000 to Rs. 1,200 by annual increments of Rs. 50.

1 Deputy Commissioner on Rs. 1,200.
6 Deputy Commissioners to rise from Rs. 800 to Rs. 1,000 by annual increments of Rs. 50.

The Districts of Mysore, Bangalore and Shimoga to be 1st Class Districts, the Deputy Commissioners of which should have Rs. 1,400 each. Effect is best given to the higher scale by regarding Rs. 200 as personal allowances to Deputy Commissioners in charge of these Districts for the time being.

1 District Judge on Rs. 1,200.
2 District Judges to rise from Rs. 800 to Rs. 1,000 by annual increments of Rs. 50.

Shimoga District to be regarded as 1st Class, to the District Judge of which a special salary of Rs. 1,400 may be attached; the increase of Rs. 200 is best treated as allowance as in the case of Deputy Commissioners.

The maximum salaries shown against these appointments need only be given as men whom His Highness considers deserving of them become available.

1 1st Class Sub-Division Officer...	...Sagar	...Rs. 700	*Vide* Note against para 16.
1 2nd Class Do do ...	...French Rocks	... „ 600	
2 3rd Class Do do ...	Chikballapur, Closepet	500 each.	
3 Sub-Judges including Registrar, Chief Court.	1 on ...	...Rs. 600	Do.
	2 on	„ 500 each.	

1 Under-Secretary. Rs. 500 to Rs. 600 by annual increments of Rs. 50.
2 Town Magistrates for Bangalore and Mysore at Rs. 500 each to rise to Rs. 600 by annual increments of Rs. 50. ... ... Do.

Schedule A.
Assistant Commissionerships to be gradually abolished.

2 on Rs. 500
4 on Rs. 400
6 on Rs. 300
—on Rs. 250. (There will be no new appointments hereafter on Rs. 250 in this Schedule).

Schedule B.
Assistant Commissionerships under new scheme.

	Rs.
5 years' standing	450
3 Do	375
1 Do	300
Newly appointed Assistant Commissioners	250
Probationers	200

18. The number of Assistant Commissioners of Schedule A and B have to be fixed with reference to requirements of the General, Executive and Judicial Service, Head-Quarter Offices and loans to the Survey and Police Departments. Their aggregate cost will not be much more than at present, but it is not capable of definite ascertainment now. But the maximum cost of the higher appointments under present sanctioned scale and the proposed scheme may be compared as follows:—

Maximum monthly cost under present sanctioned scale.

No.		Rs.	
1	Chief Secretary ...	1,200	
7	Deputy Commissioners—		Orders of 29th August 1890.
	1 1st Class ...	1,200	
	1 2nd do ...	1,000	
	5 3rd do on 800 ...	4,000	
3	District Judges—		
	1 on Rs. ...	1,200	
	1 do ...	1,000	
	1 do ...	800	
3	Assistant Commissioners, 1st Class—		
	3 on Rs. 500	1,500	
3	Sub-Judges and Registrar, Chief Court—		
	1 on Rs. 600	600	
	2 on Rs. 500	1,000	
1	Under-Secretary	600	
1	Town Magistrate, Bangalore ...	600	
19	Maximum cost ...	Rs. 14,700	

Maximum monthly cost under the proposed scheme.

No.		Rs.
1	Chief Secretary ...	1,200
7	Deputy Commissioners—	
	3 on Rs. 1,400 ...	4,200
	1 on Rs. 1,200 ...	1,200
	3 on Rs. 1,000 ...	3,000
3	District Judges—	
	1 on Rs. 1,400 ...	1,400
	1 on Rs. 1,200 ...	1,200
	1 on Rs. 1,000 ...	1,000
4	Sub-Division Officers—	
	1 on Rs. 700 ...	700
	1 on Rs. 600 ...	600
	2 on Rs. 500 ...	1,000
3	Sub-Judges and Registrar, Chief Court—	
	1 on Rs. 600 ...	600
	2 on Rs. 500 ...	1,000
1	Under-Secretary ...	600
2	Town Magistrates at Rs. 600	1,200
21	Maximum cost ...	Rs. 18,900

The increase of cost per month is Rs. 4,200 and of No. 2. ... ... Rs.

(*a*)	Improvement of Deputy Commissioners' pay costs ...	2,200
(*b*)	Do District Judges	600
(*c*)	Do Sub-Division Officers' pay and increase of number to 4 against 3 1st Class Assistant Commissioners' costs...	800
(*d*)	A separate Town Magistrate for Mysore as for Bangalore ...	600

In the foregoing calculations, the maximum pay is taken into account. This maximum of course will not be reached for several years to come.

19. If the foregoing proposals are approved, they can readily be put into the form of a few simple rules.

20. I beg respectfully to suggest that His Highness may be pleased to call a special meeting of the Council and of Officers of experience to wait upon him and submit their opinions in person, on the foregoing scheme, as well as upon Mr. Ricketts' scheme for the Revision of the Police Department, before coming to a definite decision upon these most important questions.

K. SHESHADRI IYER,
Dewan.

Bangalore, 7th August 1891.

APPENDIX II.

Extract from a paper read by Mr. Ricketts at the Meeting of 11th August 1891.

1. I agree with the Dewan in every word he has said in his preamble to the scheme regarding the serious administrative crisis towards which we are drifting. The situation has indeed become grave and some drastic reforms are necessary to raise the tone of the service and inculcate a proper sense of duty and a religious performance of work. * * * * *

2. The present Assistant Commissioners have, as a rule forfeited, in many respects, all claims to consideration; an earnest sense of duty and zeal and promptitude in the discharge of their functions are utterly wanting in most of them. I have not had opportunities of judging of their Revenue Work, but in their Magisterial work I can conscientiously and strongly condemn a large number of them with whose work I have had to come in contact. Delays in even serious cases have become common. * * * * * * * * Decadence of Magisterial work is getting more and more general. The regular Magistrates try to do as little criminal work as possible and shunt their own legitimate duties on Munsiff Magistrates encumbered with other work. I would welcome Magistrates who would zealously and earnestly watch the conduct of investigations by the Police and expose their misdeeds, but such indeed are very rare; and how many Assistant Commissioner-Magistrates are there now who make full and adequate inquiries into cases before them independent of what the Police put forward! They are ready enough to throw the responsibility of failure on the Police, but they seldom use their best energies to arrive at the truth. The standard of service has been steadily deteriorating. It is difficult to say where we shall land unless immediate remedies are applied.

3. These evils are the creation partly of the system under which the rule of promotion by seniority has been observed more or less strictly and which pushes forward inferior men, who managed to get into the service, to the forefront where their inequality to their responsible duties becomes conspicuous and partly because the present Commission is recruited too much from the rank and file who have acquired many bad habits as Taluk Gumastas, Sheristadars, Amildars, &c. Let the rule of promotion by seniority be set aside whenever indisputable merit is available. Let the incompetent or prorastinating Magistrate be deprived of his Magisterial powers when found wanting, then every one of our officers will strive to secure a reputation for a high standard of efficiency to the great advantage of the public service. I am therefore in hearty accord with the scheme now placed before His Highness the Maharaja. There is one drawback in the proposals which may be easily remedied. There are about 80 or 90 Munsiffs and Amildars who constitute or ought to constitute the back-bone of the administration. Their total exclusion from the Mysore Civil Service will create a stagnation which may be prejudicial to the administrative fabric. The selection of one officer, out of the total number of 5, and that this selection again should be from among the high families and a large number of the members of the subordinate grades, means very rare promotion among Amildars and Munsiffs. There are some good Munsiffs and a few good Amildars whose exclusion would be a disadvantage to the service. It would be hard on men who have entered these branches of the service in the expectation of advancement into the graded ranks. In Madras the grades of Deputy Collectors and Sub-Judges are open to Amildars and Munsiffs. Mysore, under the scheme, will have nothing corresponding. Rather than consign the Amildar's and Munsiff's grades to stagnation, we may select for those offices, or a certain percentage of those officers, only men with certain educational status. I would then limit the proportion of competition men as follows:—

Out of every four officers to be appointed for the Mysore Civil Service, two should be selected by competition and two should be nominated by His Highness the Maharaja from among the best Munsiffs and Amildars and from high families upon their passing the Local Service Examination, Civil, Criminal and Revenue branches. This limitation is only necessary for a few years, as I am entirely opposed to the idea that the posts of Amildars and Munsiffs are good training grounds for admission into the graded or commissioned ranks of the service. As education spreads, the proportion of nominations may be reduced gradually till competition becomes the rule. The selection of candidates for competition will, I presume, be made by His Highness and we cannot stop at the Civil Service alone. The Police, Forest and Public Works Departments must follow suit and on the same principle of nomination and competition added to direct nominations or patronage of the Maharaja. Turning to the details of the scheme, the following remarks [illegible] themselves. The men selected for competition should also be of fair physique

examination referred to should include Kanarese high and low standards in the case of foreigners. It appears that Rs. 5,000 is sufficiently liberal pension. The emoluments of the Chief Secretary should be the same as First Class Deputy Commissioner including personal allowance of Rs. 200. Although not immediately connected with this subject, I would strongly advocate that, in the grades of Amildars and Munsiffs and the lower classes of officials, the percentage of different castes or classes should be fixed by rule which should be invariably adhered to. The present and over increasing one-sided feature in these grades in which other classes than Brahmins are not adequately represented must occasion dissatisfaction among them which it is sound policy to prevent.

Lastly I beg to add that I am glad of this opportunity for giving my views. We are all interested in the subject. To the Maharaja it is a dynastic question. To us, the servants of the State, it is also one of great importance to be associated with a service which promises to be what it should be according to European lights and standard, whereas in the present mixture of good, bad, indifferent, dishonest, &c., there is much to be ashamed of.

* * * * *

I would, at the same time, deprecate any change which may have the effect of greatly lowering the status of the Police Service. If separation is to stamp the grades of Police Superintendents with marked inferiority to their comrades in the Revenue and Judicial line, better have no separation at all. If the Police service should be looked down upon, none but the lowest classes of men will seek it. My proposals are distinctly meant to raise rather than lower their status. In order that the higher grades in the Police Service may be improved in tone, I think it would be necessary that Police Superintendents of the highest grade should take rank with competition men of 5 years' standing and that to the former, as well as to the latter, the grades of Sub-Division Officers and other prizes of the Service should be open in recognition of special ability. Inspectors and others of exceptional Police ability may, in spite of inferior educational qualifications, be rewarded with an Assistant Superintendentship, but not to be promoted to the grade of Superintendents. None but those who are worthy of being admitted to the ranks of Sub-Division Officers, &c., need be advanced Superintendents.

* * * *

CAMP No. 407—22, DATED MYSORE, 1ST NOVEMBER 1891.

ORDER THEREON.—Difficulties having been experienced in suitably filling the higher appointments of the Executive and Judicial Services in Mysore, entirely by selection from the lower ranks as these are at present constituted, and it being necessary to secure and train properly qualified recruits, and improve the status of the higher grades of the service, His Highness the Maharaja has resolved to constitute a special higher service to be called the Mysore Civil Service as explained below :—

I. The following offices shall constitute the Mysore Civil Service :—

Assistant Commissioners including those attached to the Government Head Office for work therein as well as those who may be lent to the Survey, Police, or other Departments ;
Sub-Division Officers (Revenue) ;
Town Magistrates ;
Deputy Commissioners ;
Sub-Judges and Registrar of the Chief Court ;
District Judges ;
Under-Secretary ; and
Chief Secretary.

II. All future admissions into the Mysore Civil Service shall be only in one of two ways, *viz* :—

1st, By success at a competitive examination of nominated candidates ;
or 2ndly, By special selection made by His Highness the Maharaja

(*a*) from distinguished members of the lower ranks of the Mysore Public Service,
(*b*) or on family or other considerations.

Provided that the total number of men thus admitted into the Mysore Civil Service by special selection will not exceed the number admitted into it by means of a Competitive Examination under the first head.

III. Both in point of severity of the tests applied, and range of subjects, the Competitive Examination shall be similar to that adopted for the Statutory Civil Service in British India. It shall be held once in one or two years, as

quired. The subjects for Examination, the dates on, and the manner in, which it is to be held, the proportion of marks required for passing and the number of Civil Servants proposed to be selected for the Mysore Civil Service, will be duly notified at least 4 months before the Examination.

IV. Candidates for the Competitive Examination must be under 25 years of age on the date of Examination and must have graduated in Arts in an Indian University.

V. Candidates who fulfil these conditions and who are desirous to compete shall send in their names with evidence of age and qualifications and information as to their place of birth, caste and family and means, and also with certificates of character and conduct, to the Chief Secretary to Government, not later than a date to be fixed. From these candidates and from such members of the families of European Mysore Officers as His Highness the Maharaja, with the previous sanction of the Government of India, may consider fit, selections will be made by His Highness, and the names of those selected will be notified in the Official Gazette. Within a month of such notification, the selected candidates shall present themselves before a Medical Board at a place and on a date to be notified by Government. It will be an instruction to this Board to reject all candidates not possessed of a good physical organization, and not especially fitted for the active duties of an Executive Officer. The candidates passed by the Board will then be eligible for the Examination.

VI. The first Examination under the Scheme will be held in July 1892.

VII. During the next two years, candidates more than 25 years old will be allowed to compete, if they have been in the public Service of Mysore or been practising as Advocates of the Chief Court, Mysore, from or before their 25th year.

VIII. The results of the Examination will be duly published, and the number required for the Mysore Civil Service will be selected from the top of the list of candidates declared to have passed a satisfactory Examination.

IX. Persons admitted into the Mysore Civil Service under para II above will be enrolled as Probationary Assistant Commissioners on Rs. 200 a month. In the first year they shall pass,

1st, an Examination in Equitation ;

2ndly, a Departmental Service Examination according to rules in force for the time being;

3rdly, such of them as have not taken Kanarese as the optional language in the B. A., the prescribed standard in that language.

A Probationer failing to pass in the first year, will be allowed a further year's grace. Failing to pass in the 2nd year also, he will be allowed to remain another year in the service, but upon half his salary, *viz.*, Rs. 100. Failing to pass in the third year also, his name will be removed from the list of Probationary Assistant Commissioners.

X. On becoming fully qualified as above, a Probationer will be appointed an Assistant Commissioner of the 4th Grade on Rs. 250, and afterwards rise according to the scale given below :—

To Assistant Commissioner, 3rd Grade, on Rs. 300.	After one year's approved service in the 4th Grade.
To Assistant Commissioner, 2nd Grade on Rs. 375.	After two years' approved service in the 3rd Grade.
To Assistant Commissioner, 1st Grade, on Rs. 450.	After two years' approved service in the 2nd Grade.

Promotions thence forward will be according to vacancies and on the ground of merit.

XI. The higher appointments available for them are :—

4 Sub-Division Officers (Revenue).

Salaries as below :—

	Rs.
Sagar	700
French Rocks	600
Chikballapur	500
Closepet	500

2 Town Magistrates.

Bangalore ... ... } on Rs. 500 each.
Mysore ... ... }

1 Chief Secretary and 8 Deputy Commissioners.

3 on Rs. 1,200 ... ... } with a local allowance of Rs. 150 besides, for the
3 on Rs. 1,000 ... ... } Mysore, Bangalore, Shimoga and Kadur Districts,
3 on Rs. 700 rising to Rs. 800 .. } and the Chief Secretary.

2 Sub-Judges and 1 Registrar, Chief Court.

1—1st Class on Rs. 600.
2—2nd Class on Rs. 400 rising to Rs. 500.

3 District Judges.

1 on Rs. 1,200 ... ... } with a local allowance of Rs. 150 besides, for
1 on Rs. 1,000 ... . } Shimoga.
1 on Rs. 700 rising to Rs. 800 ... }

Under Secretary.

1 on Rs. 500 rising to Rs. 600.

XII. The Mysore Civil Service shall consist of—

(*a*) the officers holding, for the time being, the appointments enumerated in the preceding paragraph XI,

and (*b*) Assistant Commissioners and Probationary Assistant Commissioners, those already in the service being placed on a Schedule A and those to be entertained under the scheme now sanctioned on a Schedule B.

XIII. In regard to present officers holding the appointments specified in para XI, the Government reserves for future consideration the question whether they shall have the salaries attached to the appointments at once, or whether the same shall be given by increments or otherwise.

XIV. Appointments specified in para XI will be made by selection from the Schedules A and B according to merit.

XV. The maximum limit of a pension of half of average emoluments for officers of the Mysore Civil Service will be Rs. 6,000 per annum, after an active service of not less than 30 years.

READ THE FOLLOWING LETTERS :—

From the Inspector General of Police in Mysore, To the Chief Secretary to the Government of Mysore, No. 2919—371, dated Bangalore, 30th March 1891.

I have the honor to submit, for the consideration of Government, the great necessity for removing the existing anomalous conditions, under which the Police Department has been laboring and the evils of which are, year after year, becoming more apparent. It may be within the recollection of the Dewan that, I have been urging this question for his consideration for some time past. The drawbacks of the present system are so grave that, in view to increased efficiency of this Department, I feel it my duty to place the matter before Government without further loss of time. Many years' close acquaintance with the Police Administration, confirmed by the intimate experience of the past 5 years at the head of the Department, lead me to the conclusion that, if sustained good work is to be looked forward to, the present system must be changed and that at the earliest possible opportunity. I do not propose on the present occasion to dwell on the vital importance of reorganizing the Village Police which, must be the basis and foundation of every satisfactory Police system in this country or, to urge immediately the expediency of improving the status of the present station house officers and of vesting them with higher functions and responsibilities, or the other equally important question of constituting a well trained special detective establishment to supplement the ordinary Police Force. These wide questions will be dealt with hereafter. I shall on this occasion confine myself to those shortcomings which, directly exercise an unfavorable influence on the present system of Police Administration.

2. The first point that I have to place before the Government for consideration is the undefined nature of the dual control involved in the present system under which the Administrative and Magisterial Heads of the Taluk and the District are also responsible for the efficiency of their respective Police. Deputy Commissioners are so heavily encumbered with other work that as a rule it is hopeless to expect them to exercise any but a general control, and, while an honest and zealous Amildar finds himself unequal to the very large addition in the shape of Police work, an Amildar, unlike the one above referred to, is not at a loss to find opportunities of evading his responsibility. Amildars also being above my power of punishment, I find myself at times in a delicate position when the work of my Department suffers from the incapacity or unwillingness of an Amildar, it being difficult to apportion blame between the Amildar and the Inspector. As between the Deputy Commissioner and his Police Assistant Commissioner, I propose defining their powers and responsibilities in the following manner. The Deputy Commissioners should not interfere except on appeal, with the powers of punishment, appointment and promotion of subordinates conferred in Dewan's Proceedings No. 107—2, dated 6th May 1885, and that their connection with the appointment and punishment of Jamadars and of the officials of the District Police Office establishment should be confined to that of vetoing objectionable nominations and punishments. I have reason to believe that, the practice at present is not uniform in these respects and in some instances there is, on the part of Deputy Commissioners, a degree of interference too minute to be conducive to the strict maintenance of those indispensable relations of subordinate and superior which ought to subsist between the lower grades and the Police Assistant Commissioners who are held answerable for bad work and to whom the subordinates should look to for rewards and punishments. In the matter of detection and investigation, I am afraid some Deputy Commissioners do not enter with zest into the history of important cases or afford the Police real and useful guidance. Their interference in cases is too often ineffective. They ought to give Police Assistant Commissioners very large discretion, holding them responsible for good work and reporting them for bad work; at the same time, if there is any instance of gross failure, Deputy Commissioners ought not to hesitate to take the direction of detection under their personal guidance, setting aside Police Assistants when necessary. In short, they should be the Heads of the Police more than in name, and their interference less frequent and more effective and decisive than now. Under the present system, their power for interference is unlimited, and yet they often hold their Police Assistants responsible for miscarriage. The principle which ought to govern the policy of Deputy Commissioners is non-interference, careful watching and decisive personal action when necessary. In thus requiring Deputy Commissioners to afford Police Assistant Commissioners a large measure of freedom of action and in giving them also power to set aside Police Assistant Commissioners in extreme cases, we will be, on the one hand, vesting in Deputy Commissioners a real share of responsibility and on the other, awakening in the minds of Police Assistant Commissioners a sense of the risk of being set aside for negligence. In this connection, I beg to invite attention to my remarks in the introductory portion of the Police Administration Report for 1887 as per copy appended.

3. Similarly, Amildars should not be permitted to evade responsibility by holding up the Inspector for blame. When an Amildar finds that an Inspector or Jamadar is not doing his duty, he must unhesitatingly take up the investigation of cases, submitting Special Diaries himself and setting aside the subordinate officer if need be. Cases actually investigated by Amildars are few. In the majority of instances they rest content with issuing instructions and take no more active part. That was not intended in the late Chief Commissioner's Proceedings of 1880; nor is it conducive to efficient administration. Each Officer, Amildar or Inspector, should be held individually responsible for each case investigated by him. It would certainly be an advantage if the relative responsibilities of Amildars and Inspectors should be thus clearly defined and stated.

4. I now come to another point of, by no means subordinate importance, concerning a very serious anomaly the removal of which is urgently called for. There is as things stand too much facility for Officers changing from the Police to the General Department. There is a tendency to use the Police Department as a stepping-stone for promotion and getting away from it as soon as that promotion is assured. An Assistant Commissioner employed in the Police Department has only to prove his incapacity or unwillingness for the difficult work of this service, to get out of my hands. I leave it to Government to consider whether, under such circumstances on this Department is likely to be attractive to the efficient and what sort of control I can exercise over the non-efficient. This system of transfer has had a bad effect on the Department. Frequent transfers impair efficiency by the consequent loss of local knowledge and influence. Unless there is a separate service in which Officers must sink or float according to their qualifications and exertions, this undesirable state of things must continue. Intolerance of control or discipline, unwillingness to master the intricacies of the work, shirking out-door work, indifference to reprimands and bad work, are the inevitable consequences of this system. The evils are so obvious that I shall not take up time in dilating upon them.

5. If separate grading of Police Assistant Commissioners which, the interests of the service so urgently demand, be decided upon, I have to urge the kindred question of pay for consideration. The difficult and onerous character of the work is well known. The Public Works, the Survey, the Forest and even the Revenue and Judicial Departments have comparatively light work, involving less anxiety, less temptation and less responsibility, considerations which ought

in some respects to influence the amount of remuneration. Of all Departments of Government, that which presents the greatest difficulties, risks and temptations is the Police Department. A Police Officer has to ferret out evidence, appreciate its value and learn how to properly unfold it before the Judge or Magistrate. He must be well versed in human motives and character, observant and yet reticent and still when he has done his best and really called into play much skill and judgment, he must be prepared at times to see his cases collapse from various causes. Further the Police Officer must be ready in resource and quick in action : failure of such times, especially if leading to disastrous results, often means disgrace if not ruin—whilst success should imply credit and with it tangible rewards, but which are not available at present. In cholera and small-pox epidemics and the like, the services of Police Officers are much in request, and I can say unhesitatingly that as a rule on such occasions, they cheerfully and readily come to the front. The Police Assistant Commissioner, moreover, has to make large sacrifices of personal comforts. He is liable to be called out at any moment and at all hours, and required to undertake long journeys upon the shortest notice. The question, however, is not only one of fair pay, but of the retention of trained hands in the same line where they first gained their experience.

6. In grading Police Assistant Commissioners, I would propose to deal with the existing men under two divisions ; the first to consist of Officers who will be borne on the general gradation of Assistant Commissioners temporarily lent to the Police Department and the second of purely Police Officers. The former upon approved service may, at any time, be allowed the option of reverting to the general line, while the latter should be permanently attached to the Police service, exceptional good work or merit being specially rewarded by transfer or promotion to the general ranks. I propose two grades of Police Officers. Superintendents and Assistant Superintendents of Police, with a Probationer fully trained and ready to relieve Assistant Superintendents on leave or otherwise absent, till it should fall to his turn to be appointed as an Assistant Superintendent. I submit a scale of pay which may be sanctioned but need not be given effect to in full and which may gradually, under sanction of His Highness' Government, be filled up according to good work.

Police Superintendents	..	2	on Rs. 550
Do	..	2	„ 450
Assistant Superintendents	..	3	„ 350
Do	..	4	„ 300

Probationer ranging from Rs. 100 to Rs. 200.

The Superintendents and Assistant Superintendents will be distributed as follows :—

1	Inspector General's Office.
8	Districts.
1	French Rocks Sub-Division.
1	Railway Police.
11	

It will be seen that in thus fixing the scale I propose that Police Superintendents and Assistants should, while serving in the Police Department, get a higher scale of pay than their equal grades in the Revenue Department. The permanent scale being thus decided upon and fixed, I would propose arranging the existing Officers under the following scale which may be given effect to at once :—

2	Superintendents of Police	on Rs.	450
2	Assistant Superintendents	„	350
3	Do Superintendents	„	300
4	Do Superintendents	„	250
1	Probationer	„	100 to 200

If the scale is approved, I shall submit a further nominal list for sanction.

7. As an encouragement to deserving Inspectors, I beg most strongly to recommend that a scale of Inspectors on Rs. 70 + 15, one for each District, may be sanctioned. The grades will be kept open till decidedly meritorious service is shown deserving of promotion. Upon the approval of this proposal, I shall submit the usual proposition statement for sanction.

8. Lastly, and I trust I shall not be considered as asking for too much, I would beg the favor that hereafter when an Inspector by approved service is selected for the post of Amildar, he may be promoted to that grade and then seconded and allowed to remain in the Police. It will not be necessary to always adhere to this principle but it will be advisable at times. In fact I know now of an able Inspector whose promotion to Amildar would be a great loss unless he were allowed to remain on in the Police.

From the Inspector General of Police in Mysore, To the Chief Secretary to the Government of Mysore, No. 194—26, dated Bangalore, 18th April 1891.

In continuation of this Office letter No. 2919—371, dated 30th ultimo, I have the honor to submit, for consideration a few additional observations mainly bearing upon the drawback of the dual control of the District Police under the Police Assistant Commissioners and Deputy Commissioner. As it is not my intention in this communication to enter into individual particulars, I refrain from citing instances, of which I can quote many, if the Government wish to be placed in possession of the same. The drawback I refer to is day by day shown to be more and more injurious to Police Administration and, there is an urgent need for some remedy which is my reason and apology for bringing this matter again to notice.

2. The first of the evils of the dual control is the long and almost paralysing delays on the part of Deputy Commissioners in responding to requisitions from me. Even references from the Dewan's Office are not attended to with that degree of promptitude which is due to orders from the Head of the Government. Petitions referred from me or the Dewan's Office containing allegations of miscarriage of justice or abuse of official authority are disregarded. References on the simplest matters require weeks and months to answer, and this chronic delay extends to even graver matters. For these delays the present system of addressing Deputy Commissioners even in cases of common routine is mainly answerable. The reference has to go to the Deputy Commissioner. In the midst of other work, presumed to be equally pressing, the Deputy Commissioner who may be in camp sends the paper to the Police Department at Head-Quarters, from whence the paper is sent on to the Police Assistant Commissioner in camp. The paper has sometimes to travel over the whole District before it reaches the Officer who is likely to furnish a complete reply to the reference. If unfortnately, a further reference to the Amildar becomes necessary, an additional cause for delay occurs. To this cause of delay have to be added others arising from indecision, want of mastery of the subject and perhaps incapacity to deal with so many varying subjects.

3. Deputy Commissioners exercise practically no control over the work of the Police and they do not lend them much material help or guidance. In my Report for 1886, I remarked "practical and regular teaching and example before a case is sent up for trial is what is wanted. Subsequent fault-finding when the case has broken down owing to incomplete investigation is comparatively but of little avail." The policy of Deputy Commissioners ought to be, as I submitted in my last communication to Government on this subject, non-interference, careful watching and decisive personal action. But the practice on the part of most Deputy Commissioners is characterised by interference more especially in matters of detail and of patronage, no watching and no personal action ; no guidance before trial or during investigation of cases, and lastly holding up Police Assistant Commissioners for ultimate failure.

4. Deputy Commissioners as a general rule, appear overwhelmed with their other work, but whether this is the result of avoidable or unavoidable causes it is not for me to say. They appear wanting in firmness in dealing with defaulting subordinates, without whose assistance Police Administration is impossible. These defects are not capable of being rectified by frequent censure or criticism, because Deputy Commissioners are high functionaries, are District Magistrates and are the Executive Heads of Districts.

5. If Deputy Commissioners would, only confine themselves to their functions as District Magistrates directing the Police in the matter of crime and never interfering in departmental details, it would be a great advantage. As it is, the subordinate Magistrates require as much supervision of their work as the Police, whose operations, the Police Assistant Commissioner, checks and guides. If Deputy Commissioners would perform their due share of Magisterial work, closely watch the trials of cases by subordinate Magistrates and, rectify unnecessary adjournments, lenient punishments and capricious acquittals and discharges, they will do far more real good than by continuing to be the Departmental Heads of the District Police. As District Magistrates, they may be held responsible for the state of crime. They may issue any instructions in regard to the detection or prevention of crime which the Police may be bound to obey. In short, their position might be one of real and positive responsibility and not as it is at present one of plenty of powers of interference without liability to blame for failures. On this subject I may appropriately quote the remarks of an able Chief Commissioner of the Central Provinces. "Magistrates" says he "are often only too ready to throw the responsibility for failure on the Police. The "Chief Com- "missioner considers that, if the Police of a District are bad and their work unsuccessful, the "officer principally responsible for this, is the Deputy Commissioner. The Deputy Commissioner "is bound to see that the Police are properly instructed, controlled and directed by the District "Superintendent and the superior native officers. He is also bound to see that the subordinate "Magistrates make full and adequate inquiries into cases before them and are not content with "merely recording the evidence the Police lay before them." A Magistrate trying or inquiring "into case must himself use every effort to arrive at the truth.

* * * * *

complete investigation and with insufficient evidence, the responsibility must be shared between him and the District Superintendent."

In this Province Deputy Commissioners do not confine themselves to their functions of District Magistrates nor do they take any active or useful part in investigations.

6. I need hardly urge that this is a state of things which calls for urgent reform. A District Magistrate of resource and capacity will be at no loss to devise means for keeping himself thoroughly acquainted with not only the state of crime of his District, but of the efficiency or otherwise of the Police Officer and his subordinates. He will issue specific instructions in particular cases which, the Police would be bound to obey. The Diaries of Police Assistant Commissioners can be submitted through him for any remarks he may have to offer in the matter of crime. Lastly, he can have a voice in the appointment of Inspectors. This is confining strictly to functions vested in them by the Code of Criminal Procedure. When Mysore was handed over to Native rule, it seemed to be a prevalent impression that the Officers of the Public Works Department would be somewhat behind hand, but subsequent experience has amply illustrated the fallacy of such idea. Would however there be the present standard of efficiency and regularity of work, if Executive and Assistant Engineers had to be addressed through Deputy Commissioners and their replies received in like manner? I think there is only one reply and that "certainly not." Divided responsibility, growing delays, discouragements, if not indifference consequent thereon added to the fear of giving offence, would tend to alter individual character and freedom of action to even the lowering of the general standard of efficiency, or if it did not come to this pass, still there would be a tendency to retrogression or decline. I therefore venture to assert that if more scope be allowed to individual responsibility and energy, an invaluable *esprit de corps* will be maintained which will ensure in the separated Police service results not less favorable than in the Public Works Department and with this decided further advantage that, in course of time there will rise to the front, some officers at least to widen the field of selections by Government for posts in Revenue and other branches of the Administration.

CAMP No. 450—60, DATED MYSORE, 1ST NOVEMBER 1891.

ORDER THEREON.—The principal questions submitted by the Inspector General of Police for the orders of Government are:—

1st. That the Police powers and duties of Deputy Commissioners should be defined in a more definite way than is the case at present, or the Deputy Commissioners should be relieved altogether of Departmental control over the Police Department;

2ndly, That the Amildars do not make efficient Heads of Taluk Police;

& 3rdly, That the Police Assistants should be graded separately by themselves as Superintendents and Assistant Superintendents of Police and should be better paid than they are at present.

2. The Government have given their best consideration to these questions and have had the advantage of discussing them personally with Mr. Ricketts.

3. Upon the 1st question, the Government are of opinion that the Deputy Commissioners should, in the interests of an efficient Police administration, continue to be the Heads of Police in their respective Districts. The policy which should regulate their interference, as enunciated by Mr. Ricketts in para 2 of his letter of 30th March 1891, is, in the opinion of the Government, very reasonable; and in supersession of the Memo appended to the late Police Secretary's Circular Order No. 107—2, dated 6th May 1885, the Government are now pleased to issue for future guidance, the Memo appended to these orders.

4. Upon the 2nd question, the Government are free to confess that Amildars as Heads of Taluk Police, have not fulfilled the expectations formed of them when in 1879-80 they were re-invested with Police functions. The Government think that the experiment of relieving them of Police duties (except of course the exercise of such control over the Police as they are entitled to exercise as Magistrates under the Code of Criminal Procedure) may perhaps be tried in 2 selected Districts, *viz.*, in one Head-Quarter District and in one Muffasil District to be selected by Mr. [redacted] however be introduced gradually as competent [redacted] charge of a

Taluk in the selected District, his salary may have to be raised somewhat. Should the Inspector General wish such an experiment to be introduced into any particular Taluk or Taluks, he will submit a recommendation to that effect in due course.

5. There is much force in Mr. Ricketts' remarks regarding the necessity for placing the Police Assistants in a list separate from the other Assistants, though in a small service like ours, such separation must necessarily make somewhat unequal the chances of promotion in separate Departments. The Government are however unable to agree with the Inspector General in his opinion that the Police Superintendents should be better paid than Assistant Commissioners. So long as the two classes of officers are equal in point of qualifications and general ability, the harder work of the Police Department, is no doubt some ground for better pay to the officers of that Department. But the Revenue and Magisterial service should contain the best available talent; and when this is secured, as the Government hope to be able to do, the Police Superintendents and Assistant Superintendents may well be paid salaries somewhat lower than those of Assistant Commissioners, though in themselves liberal. Under these circumstances, the Government sanction the following scale of Superintendents and Assistant Superintendents of Police and Police Probationers :—

One for each District	8	2	Superintendents of the 1st Class on Rs. 450 each.
For French Rocks Sub-Division ...	1	3	Superintendents of the 2nd Class on Rs. 350 each.
For Railway Police	1	3	Assistant Superintendents of the 1st Class on Rs. 300 each.
For Office	1	3	Assistant Superintendents of the 2nd Class on Rs. 250 each.
Total...	11	2	Police Probationers from Rs. 100 rising to Rs. 200.
Police Probationers to be available for acting appointments of Assistant Superintendents of Police	2		
Grand Total...	13	13	

The maximum monthly cost of the scale now sanctioned will be Rs. 4,000.

6. The scale as above will, as regards the number in each grade, not be immediately adopted. Under such circumstances, the following appointments in the Police Department are directed :—

1. Mr. K. P. Puttanna Chetty, Assistant Commissioner, 3rd Class.	To be Superintendent of Police, 1st Class.
2. Mr. Dalavayi Devaraj Ars, Assistant Commissioner, 3rd Class. 3. Mr. J. W. Knight, Assistant Commissioner, 4th Class. 4. Mr. H. Ramanujaiengar, Assistant Commissioner, 4th Class. 5. Mr. P. R. W. Wetherall, Assistant Commissioner, 4th Class.	To be Superintendents of Police, 2nd Class.
6. Mr. V. N. Gopalaiengar, Assistant Commissioner, 4th Class. 7. Mr. C. Haudin, Assistant Commissioner, 4th Class. 8. Mr. M. Chengaiya Chetty, Assistant Commissioner, 4th Class. 9. Mr. G. Dunning, Assistant Commissioner, 4th Class. 10. Mr. M. Nanjaraj Ars, Assistant Commissioner, 4th Class. 11. Mr. Mir Kamaluddin Ali Khan, Assistant Commissioner, 4th Class.	To be Assistant Superintendents of Police, 2nd Class.
12. Mr. Devaraj Ars, Revenue Probationer. 13. Abdul Rahim Mekri, B. A., Deputy Amildar.	To be Probationary Assistant Superintendents of Police.

7. The names of the above mentioned 11 Superintendents and Assistant Superintendents of Police will be retained on the Assistant Commissioners' list, notwithstanding their appointment as above, in order to draw attention to the fact that they are available in the future for appointments higher than those of Assistant Commissioners in the general service, but till so promoted they
own Department

by passing the examinations prescribed for Assistant Commissioners under the rules in force for the time being, their relative positions in the Assistant Commissioners' list will be maintained ; but the names of such as fail to qualify themselves within the next three years will be removed from the list of Assistant Commissioners' without further notice, and they will not be eligible for promotion to the higher appointments of the general service.

8. Mr. B. Sitaramaiya, at present in charge of the Police of the Shimoga District, will revert as Amildar.

9. Mr. Syed Udin (Head-Quarter Inspector), in charge of the Chitaldroog Police, will report himself to the Inspector General of Police, for employment as Special Detective officer on Rs. 200 a month.

MEMO.

In supersession of the Memo published with Circular Order No. 107—2, dated 6th May 1885, the following Memo of the powers and duties of Deputy Commissioners and Superintendents and Assistant Superintendents of Police (other than those under the Criminal Procedure Code or other law) is published hereunder for information and guidance of all concerned :—

I. Powers and duties of Superintendents and Assistant Superintendents of Police—

1. To appoint and dismiss Constables and Dafadars :-

   Appeals against such dismissals to lie to the Deputy Commissioners.

2. To nominate Jamadars and submit such nomination to the Deputy Commissioners who may veto any such nomination and require the Superintendent or Assistant Superintendent to submit a fresh nomination.

3. To receive Taluk and Head-Quarter Inspector's Diaries ; to pass orders on them and submit important Diaries to the Deputy Commissioner.

4. To hold investigations in important cases.

5. To inspect all Stations and check all Registers, or, when he is unable to go himself, to depute the Head-Quarter Inspector to do so.

6. To have entire charge of the Establishment of the District Head-Quarter Police Office attached to the Deputy Commissioner and to make all his proposals in his Diaries only.

7. To submit weekly Diaries to the Deputy Commissioner, who will forward them with his remarks and recommendations to the Inspector General of Police.

8. To send extracts of such Diaries affecting a Sub-Division to the Sub-Division Officer, who, if he has any special remarks to offer, may communicate such remarks to the Deputy Commissioner.

9. To receive and to check all special and Station-House Diaries and to pass orders on them.

II. Powers and duties of the Deputy Commissioner—

1. General supervision and ultimate responsibility in all matters connected with the Police Administration of his District.

2. To confirm or veto Police Superintendent or Assistant Superintendent's nomination of Jamadars and to entertain and dispose of appeals against dismissals of Constables and Dafadars.

3. To nominate Inspectors, submitting Police Officer's recommendation or opinion to the Inspector General of Police.

4. To issue such instructions as he may deem fit whether when sought for by the Police Superintendents or Assistant Superintendents, or not.

5. To receive first information reports in heinous cases.

6. To receive Police Superintendent or Assistant Superintendent's weekly Diaries and to submit them with his remarks to the Inspector General of Police.

7. To watch the detection of crime in his District; when the Police Superintendent or Assistant Superintendent fails satisfactorily to deal with the investigation of any important crime, to supersede him as regards such investigation and to take the same into his own hands or to depute a qualified Assistant Commissioner to make it. An Assistant Commissioner so deputed, shall exercise all the powers of an investigating Police Officer.

8. To take adequate precautions for protection of person and property and preservation of order throughout the District and generally to be responsible for the prevention of crime in his District as far as possible.

9. To report any Police Superintendent or Assistant Superintendent what is remiss or otherwise unsatisfactory in the discharge of his duty.

T. ANANDA ROW,
Chief Secretary.